

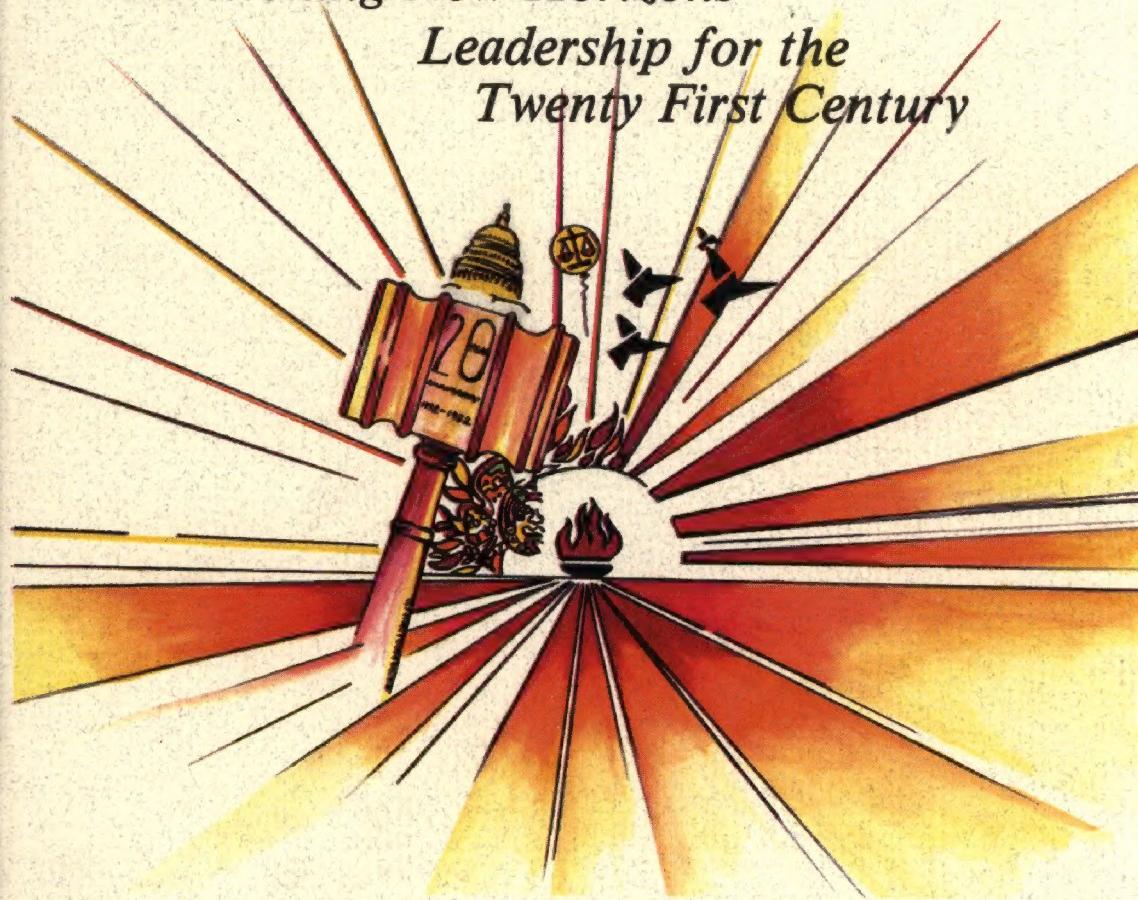
HINBA
HISPANIC NATIONAL BAR ASSOCIATION

1992 CONVENTION

ATLANTIC CITY

Envisioning New Horizons

*Leadership for the
Twenty First Century*



Schedule of Events

Co-Sponsored By:

The Hispanic Bar Association of New Jersey

Sponsors & Supporters

**HNBA extends the most sincere appreciation and
deepest gratitude to the following
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Trump Castle Hotel & Casino

Welcome
to
1992 HNBA Convention

Schedule of Events

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STATE OF NEW JERSEY
OFFICE OF THE GOVERNOR
TRENTON

JIM FLORIO
GOVERNOR



Dear Friends:

Welcome to New Jersey! On behalf of the Garden State, I am delighted to extend warm greetings to all those attending the annual convention of the Hispanic National Bar Association. I am, of course, very pleased that the Hispanic National Bar Association selected New Jersey as its convention site.

We in New Jersey are very proud of our natural resources and our tourist attractions. During these few days, you will hopefully have an opportunity to visit our beautiful shore, the casinos and the boardwalk. I'm sure you'll get a true taste of New Jersey hospitality and all the exciting activities and attractions that our state has to offer.

I am also sure that your convention will be a huge success. The Hispanic National Bar Association is to be commended for its commitment to the progress of Hispanic communities throughout the nation. I am confident that you'll continue your fine work for many years to come.

Again, best wishes to all you attending this convention. I wish you much continued success.

Very truly yours,

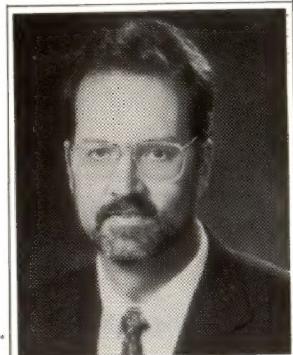
A handwritten signature in black ink, appearing to read "J. Florio".
JIM FLORIO
Governor

September 24, 1992



JAMES WHELAN

MAYOR



To all attendees:

It is a pleasure to extend the most cordial welcome to the Hispanic National Bar Association Convention participants in the Trump Castle and Casino, September 24-27, 1992.

We are confident you will find Atlantic City a perfect setting for your event. Backed by a tradition of hospitality and service, we consider it a privilege to provide a productive and stimulating atmosphere for your activities.

During your stay, we encourage you to take time from your busy schedule to stroll our famous Boardwalk, visit the spectacular casinos to see your favorite star entertainers, visit our fine sandy beaches, boating, boxing, dining to suit your whim and much more.

We pledge our total cooperation in assisting to make your visit a most pleasurable and memorable occasion.

Very truly yours,


James Whelan
MAYOR

September 24, 1992



Dear Friends:

In more ways than one, this year's Hispanic National Bar Association convention is one we won't soon forget. First of all, it marks the 20th Anniversary of the organization, which has been a powerful force not only in the legal profession but in all sectors of American life.

Second, our meeting comes as we celebrate the 500th anniversary of the discovery of the New World, an event that reminds us of the major role played by Hispanic people in the development of an entire hemisphere. This role will intensify even further under the North American Free Trade Agreement, an act that will draw the people of our continent closer together economically, socially and strategically.

As we approach the next millenium, America's Hispanic community faces challenges and opportunities on many fronts -- criminal justice, education, economic development and equal opportunity, just to name a few. This conference presents an unprecedented opportunity to become involved in these issues and contribute to the HNBA's leadership agenda for the 21st century.

Personally, I am pleased and honored to be part of this process in 1992. Enjoy the convention!

Very truly yours,

*J.G. Cullen
Honorary Chairman
1992 Hispanic National Bar
Association Convention*

September 24, 1992



Dear Friends:

It is my pleasure to welcome you to the Hispanic National Bar Association's Twentieth Anniversary celebration. I am proud to have served as HNBA President during this past year of unprecedented activity and success. Of all the accomplishments achieved this year, there are three which I believe will have a profound and long-term effect on the Latino community: the inroads made with the judiciary, the unifying efforts initiated by the HNBA with Latino legal organizations and the HNBA's role in NAFTA.

Judiciary. The July '91 White House meeting set the stage for the HNBA's judiciary effort. The first-time forum provided an opportunity to articulate, at the highest level, the HNBA's priority to increase the number of Latinos on the federal bench. Judiciary Chairman Chris Miranda, picking up on the momentum, worked diligently to ensure the appointment of the six HNBA-endorsed nominees. His effort (at the time of this writing) resulted in the confirmation of four new Latino judges, including our first Latina federal judges. Under his direction, the Board approved effective judicial endorsement policies and procedures. Chris is to be commended for his perseverance and professionalism. His law firm, Gerash, Robinson & Miranda, also deserve special recognition and our deepest gratitude for their support of Chris and the HNBA. Congressman Jose Serrano (D-NY) must be applauded for his role in calling national attention to the "gross underrepresentation" of Latinos in the judiciary through his sponsorship of the New York press conference. We are truly grateful for his partnership. Finally, Carlos Ortiz must be thanked for the hours he dedicated to the first HNBA National Judicial Survey. It has provided the HNBA a much needed blueprint of the work which lays ahead.

Coalition Building. The New York Press conference served as a rallying point for Latino legal associations--a unity which was to be recreated several times thereafter on issues ranging from the judi-

(Continues next page)

ciary, the Rodney King verdict, U.S. Attorney and local and state appointments. For the first time ever, Latino legal and bar associations joined the HNBA in a coordinated effort to address issues affecting the Latino community. This collaborative spirit resulted in immediate and positive change.

NAFTA. The unprecedeted meeting with President Carlos Salinas de Gortari laid the foundation for an expanded HNBA agenda in international affairs. NAFTA provides an opportunity not only for HNBA members to develop professionally but to take the lead on issues and resolve them in a manner which benefits the Latino laborer. Thanks to Michael Marez for his work on the HNBA's NAFTA Committee and for organizing the October '92 Mexico seminar.

Organizationally, the HNBA made much progress with the adoption of new bylaws under General Counsel Richard Gonzales' lead and, at long last, the updating of the infamous HNBA mailing list, thanks to the dedication and work of Paul Zavala, the crew at General Motors and the HNBA regional presidents. We also struggled at the board level this year as well with election procedures, fundraising issues and even feminist theory, all in a constructive and supportive manner.

I want to thank the Board members for their hard work, dedication, candor and humor. Thanks also to my firm, Pryor, Carney, & Johnson for its tremendous assistance and to those who provided me support and friendship this past year: Jimmy Gurule, Yvonne Rico and Baltazar Baca; Richard Gonzales for his counsel and the other "kichen cabinet" members, Celeste C. de Baca, Chris Miranda and Jennifer Rivera; Mari Carmen Aponte for being my role model and for never saying no; and very special supporter Simone Atencio-Martinez.

At the beginning of my tenure, I dedicated this year to the founding spirit of the HNBA organizers: Mario Obledo, Cruz Reynoso, Graciela Olivarez, Donato Tapia, Ralph Ochoa, Baltazar Baca, John Huerta, Rodrigo Mayorca, Steve Ibarra and Manuel Sanchez. They envisioned a future of hard work, hope, progress and unity. The Board of Governors made their dream a reality this past year. It is this torch that I pass on to my colleague and friend, Carlos Ortiz, and to you.

*Dolores S. Atencio
National President*



Dear Colleagues and Friends:

As Convention Chair of the 1992 HNBA Convention and as President of the Hispanic Bar Association of New Jersey, it is my pleasure to welcome you to the most exciting gathering of the HNBA since it was founded in 1972.

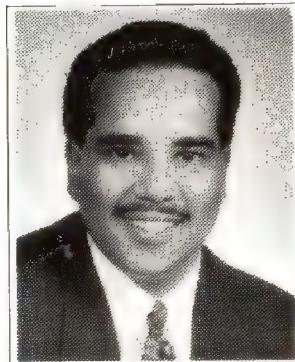
This convention is truly a turning point in the history of the HNBA. It is the culmination of twenty years of achievements and a new dawn that will bring further and greater accomplishments. It is the dawn of a new century for our national Hispanic community. In fact, the theme of the Convention is "Envisioning New Horizons: Leadership for the 21st Century." As the cradle of leadership for our community, the HNBA stands poised to go beyond the crossroads and strengthen its role as the advocate of the national Hispanic community.

More than a year of preparation and planning has gone into this convention. We have done it with great satisfaction and with the vision that you will enjoy our seminars and festivities. To those who have made this celebration possible, especially you, our sponsors and the Convention Committee, I extend my warmest gratitude.

Go on now and look at the rest of the Convention Schedule of Events so that you can see the exciting activities in store for you. Join me in singing: Happy Birthday HNBA!

*DAN GUADALUPE
Convention Chair*

September 24, 1992



Dear Colleagues:

Welcome to the Hispanic National Bar Association's 17th Annual Convention and 20th Anniversary Celebration. We are delighted you could be part of this very important and exciting time in our history.

With your support, the Hispanic National Bar Association ("HNBA") has accomplished much in a short time, although admittedly, much more remains to be done. At this juncture, we can look back on our significant accomplishments with great pride. We can also look forward to our future with a renewed sense of purpose, a sincere commitment, and clear vision, for the betterment of our community and nation.

I know you will enjoy this year's Convention. Featured will be very prominent speakers, panelists, and guests; interesting and informative seminars; exciting and fun-filled special events; innovative programs for high school and law students; and much, much more. Of course, your support of this Convention will benefit a very worthy cause; namely, much needed scholarships for deserving law students.

I encourage you to search within yourself and give serious thought to what your commitment is or should be toward making the Hispanic community stronger and our nation a better one for all. The roles you will hopefully decide to play for the next 20 years, including your active involvement with the HNBA, will be critically important in leading the way for our community to follow into a bright 21st Century. With our unlimited potential and talent, we can - we must - and we will - make great things happen.

I look forward to the honor of serving you as HNBA President, and greeting you during this Convention.

Sincerely


Carlos G. Ortiz
President-Elect



Dear Friends:

The Law Student Division enters this Convention as a healthy and vibrant component of the HNBA. Building on a solid foundation, we have accomplished many goals, among them the continued publication of our Newsletter, Legal Briefs. Thanks to Sandra Vallejo's tireless efforts, Legal Briefs has become an informative and professional news source. Moreover, a crop of exceptional Region Presidents - Javier Vargas, Sharon Saler, Julio Perez, Daniel Gonzalez, Elisa Hernandez, Frank Cordova, Tom Borrego, John Lozano and Eduardo Seput -- organized outstanding regional meetings. Scores of law students gathered at these meetings across the country to hear panel discussions and debates, and to exchange information and ideas. Each of these individuals, in addition to Board members Ana Cruz, John Machado, Eric Carcerano, Alicia Montoya, and Eric Jaso, deserve the credit for the HNBA-LSD's growth and continued vibrancy.

As we begin a new year, much hard work lies ahead. The HNBA-LSD desperately needs the support of the Attorney Division in order to succeed, support that they so generously provided us this past year. I encourage HNBA attorney members to take active part in the future of the HNBA -- Law Student Division. This convention ist the best place to start.

Thank you,

*Paul R. Garcia
HNBA-LSD National President*

September 24, 1992

WHO ARE WE?

The Hispanic National Bar Association (HNBA) is the incorporated, non-profit, national association of 20,000 Hispanic attorneys, judges, law professors, and law students committed to promoting the goals and objectives of the Association. The HNBA has been the principal force behind the increased representation of Hispanics in all sectors of the legal profession and has served as the legal voice for Hispanics for twenty years.

Founded in California in 1972 as the La Raza National Lawyers Association, membership was primarily drawn from the west and southwestern parts of the country. The early years focused on internal organization, legal education (through the Council on Legal Education Opportunity), judicial selection and civil rights issues. In 1980, its name was changed to the Hispanic National Bar Association to reflect the increasingly broad-based national membership.

Since 1975, the HNBA has been conducting national conventions with educational seminars and social functions that have attracted thousands of Hispanics and others in the legal profession, as well as prominent speakers and guests from all sectors of American social, political and economic life.

MISSION

- To serve as the national voice for the concerns and opinions of Hispanics in the legal profession.
- To promote the recruitment and retention of Hispanics in law schools and provide them with financial assistance.
- To develop mechanisms to facilitate the exchange of information among Hispanics involved in all segments of the legal profession.
- To conduct conventions and seminars in order to provide continuing legal education for attorneys and foster the exchange of ideas and information among its members.
- To provide testimony before Congress, state legislatures and executive agencies on issues of concern to Hispanics.
- To work with other bar associations, governmental agencies and community groups to achieve greater involvement and understanding of the American legal system by the national Hispanic community.

SIGNIFICANT MILESTONES OF THE HNBA

Promoting the appointment of Hispanic attorneys to all levels of judiciary, from municipal to state courts to the federal Circuit Courts of appeal, through its Judiciary Committee

Meeting with the President and other White House, Congressional, and Justice Department leaders to address issues of concern to the HNBA and the national Hispanic community

Meeting with Central and South American Presidents and other government and business leaders to address issues of mutual concern such as the North American Free Trade Agreement (NAFTA)

Testifying before the U.S. Senate Judiciary Committee on the confirmation of various U.S. Supreme Court nominees as well as the confirmation of Associate and Attorney Generals of the United States.

Testifying before U.S. House and Senate Committees, providing comments on the Simpson-Mazzoli immigration bill, the Census Bureau's proposed redefinition of poverty and changes to race and Spanish origin questions; and Congress' proposed funding cost of the Council on Legal Education Opportunity.

Reviewing INS regulations implementing the Immigration Reform & Control Act and submitting comments thereof to INS.

Establishing meaningful relationship with the American Bar Association (ABA), the Federal Deposit Insurance Corporation (FDIC), the Resolution Trust Corporation (RTC), the Small Business Administration (SBA), the Council on Legal Education Opportunity (CLEO) and many state and local Hispanic bar associations.

Developing unique continuing legal education programs and providing professional guidance and support to Hispanic attorneys and law students nationwide

Publishing the first national directory of Hispanic attorneys.

Increasing the number of Hispanics in the legal profession.

Increasing the number of Hispanic law professors through its Law Professor Section.

Establishing a Law Student Division and an annual job fair to provide employment opportunities for Hispanic law students.

Establishing a Hispanic Women Lawyers Section designed to identify and address issues of concern to Hispanic Attorneys.

Establishing an Adopt-a-School and mentorship program aimed at increasing the number of Hispanic law students and attorneys by providing information, motivation and role models to Hispanic students through the involvement of Hispanic attorneys in their schools.

Assisting the Reynaldo Garza Law School in Texas in obtaining ABA accreditation.

Developing a Minority Outside Counsel Program to promote the hiring of Hispanic attorneys by Fortune 500 corporations.

Hosting and participating in local television and radio shows focusing on legal issues affecting Hispanics.

Hosting sixteen annual conventions in major cities across the nation.

Awarding more than \$50,000 in scholarships to deserving Hispanic law students.

PREVIOUS CONVENTIONS HAVE FEATURED SUCH DISTINGUISHED INDIVIDUALS AS:

U.S. Supreme Court Justice Sandra Day O'Connor	U.S. Court of Appeals for the 5th Circuit Judge Reynaldo Garza	Former New York Mayor Edward Koch
U.S. Supreme Court Justice Anthony Kennedy	U.S. District Court Judge Joseph H. Rodriguez (NJ)	The late Mayor Harold Washington of the City of Chicago
U.S. Senator Orrin Hatch	U.S. District Court Judge José A. Cabranos (CT)	Numerous Presidents of the American Bar Association
U.S. Senator Paul Simon	U.S. District Court Judge Fred Moreno (FL)	Mexican American Legal Defense & Education Fund (MALDEF) President & General Counsel Antonia Hernandez
U.S. Congresswoman Ileana Ross-Lehtinen	U.S. District Court Judge Ricardo Hinojosa (TX)	Puerto Rican Legal Defense & Education Fund (PRLDEF) President & General Counsel Rubén Franco
U.S. Congressman Esteban Torres	U.S. District Court Judge Edward C. Prado (TX)	New York Attorney General Robert Abrams
U.S. Congressman Peter Rodino	California Supreme Court Justice Cruz Reynoso	Puerto Rico Resident Commissioner Jaime Fuster
U.S. Treasurer Katherine Dávalos Ortega	New Mexico Supreme Court Justice San Sosa	New York District Attorney Robert Morgenthau
Solicitor General of the U.S. Kenneth Starr	Texas Supreme Court Justice Raúl A. Gonzalez	King County District Attorney Charles J. Hynes
FBI Director William Sessions	New York State Supreme Court Justice John Carro	Movie star & Miami Vice's Edward James Olmos
Puerto Rico Governor Rafael Hernandez Colon	Texas Attorney General Dan Morales	LA Law & Old Gringo star Jimmy Smits
Former California Governor Jerry Brown	Los Angeles Mayor Tom Bradley	Comedian Paul Rodriguez
Former Colorado Governor Richard D. Lamm	Miami Mayor Xavier Suarez	
U.S. Court of Appeals for the 9th Circuit Judge Ferdinand Fernandez	Former San Antonio Mayor Henry Cisneros	
	Former Denver Mayor Federico Pena	

HNBA PROGRAMS AND SERVICES

NOTICIAS: A quarterly newsletter containing articles on current issues and organizational activities.

ANNUAL MEETING: an annual meeting convention providing continuing legal education programs and promoting the exchange of ideas and information.

EMPLOYMENT SERVICES: periodic dissemination of job information and opportunities from throughout the United States.

PROFESSIONAL DEVELOPMENT: seminars and workshops at the annual convention which are accredited for continuing legal education credit in many states.

TECHNICAL ASSISTANCE: program assistance offered to local bar associations to assist in their development and growth.

RESEARCH: data collection and analysis on issues impacting Hispanics in the legal profession.

LAW STUDENTS: scholarship program for needy Hispanic law students; support and supervision of a national Law Student Division; mentoring and orientation programs; bar examination review seminars; annual job fair.

LAW PROFESSORS: programs designed to increase the number of Hispanic law professors in American law schools; encouragement and support of legal publication efforts.

COMMUNITY: educational programs designed to orient the Hispanic community as to its legal rights in critical areas such as immigration, civil rights, consumer law; meetings with leaders of the national Hispanic community to address issues involving education, voting rights, discrimination, employment, health, and appointment of Hispanics to prosecutorial and judicial positions.

JUDICIARY: a Judiciary Committee designed to identify and promote Hispanic attorneys who are qualified for judicial positions at all levels from the municipal court bench to the United States Supreme Court.

HNBA PRESIDENTS

1972-1977 Mario G. Obledo Sacramento, California	1985-1986 Robert G. Mendez Burbank, California
1977-1980 Benjamin Arande, III Torrance, California	1986-1987 William Mendez, Jr. New York, New York
1980-1981 John R. Castillo Lansing, Michigan	1987-1988 Michael Martinez Salt Lake City, Utah
1981-1982 Robert M. Maes Denver, Colorado	1988-1989 Mark S. Gallegos Miami, Florida
1982-1983 Hon. Lorenzo Arredondo Crown Point, Indiana	1989-1990 Jimmy Gurule South Bend, Indiana
1983-1984 Mari Carmen Aponte Washington, D.C.	1990-1991 Robert Ruiz Chicago, Illinois
1985-1986 Gilbert F. Casellas Philadelphia, Pennsylvania	1991-1992 Dolores S. Atencio Denver, Colorado
	1992-1993 Carlos G. Ortiz (President-Elect) Montclair, New Jersey

HISPANIC NATIONAL BAR ASSOCIATION

1992 Convention - Atlantic City, New Jersey

SCHEDULE OF EVENTS

Thursday, September 24, 1992

11:00 AM HNBA Executive Board meeting at Sovereign 3 - level 6
with ABA President-Elect William Ide III

12:30 - 1:50 PM **LUNCHEON** at Crown Ballroom - level 4
Distinguished Guests:
James Whelan, Mayor of Atlantic City
William Ide III, President-Elect American Bar Association
State Senator Robert Menendez
Key Note Speaker: New Jersey Governor Jim Florio

2:00 - 3:30 PM Monarch 2 - level 4

IMMIGRATION LAW: "Give me your investors, highly skilled and educated..."

Content: Analysis of the policy issues surrounding the recent changes in immigration law and the discriminatory impact on the U.S. work force.

Moderator: Lourdes Santiago, Esq.
Korona, Beides, Eaton, Mark & Santiago - Jersey City, NJ

Panelist: Howard Jordan
Task Force for New Americans - New York, NY

Reynaldo Guerrero
Executive Director,
Center for the Immigrants' Rights, Inc. - New York, NY

William Tamayo, Esq.
Asian Law Caucus - San Francisco, CA

Valerie Small Navarro, Esq.
Mexican American Legal Defense & Education Fund
Los Angeles, CA

Monarch 3 - level 4

CRIMINAL LAW: "Forfeiture of Attorneys Fees under Rico"

Content: A discussion of the legal and policy issues of the federal RICO statute relating to forfeiture of attorneys fees, including a judicial perspective from a federal district court judge.

Moderator: Alberto Roig, Esq.
Assistant District Attorney - New York, N.Y.

Panelists: Hon. Joseph Rodriguez
U.S. District Court - Camden, NJ

Robert M. Simels, Esq.
Robert M. Simels, P.C. - New York, NY

Harry S. Harbin, Esq.
Assistant Director, Asset Forfeiture Office
U.S. Department of Justice - Washington, DC

Thursday, September 24, 1992

3:00 - 5:00 PM Sovereign 3 - 6 level

INTERVIEW SKILLS: For Job Fair Participants

Content: Seasoned legal recruiters will discuss interviewing skills, conduct mass interview and provide other valuable tips for a successful job search.

Moderator: Carmen Flores

Panelists: Douglas Childs, Esq.

Andre Pineda, Esq.

3:45 - 5:15 PM Monarch 2 - 4 level

EDUCATION LAW: "Public Funding of Education"

Content: The lead counsel in **Abbot v. Burke** a watershed decision which recognized the special educational needs of disadvantaged children and decreed that these needs be met, will discuss the status of the **Abbot** decision and the future of public education financing.

Moderator: Virginia Class-Mathews, Esq.

Deputy Attorney General

Office of New Jersey Attorney General, Newark, NJ

Panelist: Marilyn J. Morheuser, Esq.

Executive Director

Education Law Center, Newark, NJ

Monarch 3 - 4 level

JUVENILE LAW: "Minority Youth in the Juvenile Justice System a Judicial Response".

Contents: A presentation of a study conducted by the National Council of Juvenile and Family Court Judges on the disproportionate representation of minority youth in the juvenile justice system, including a discussion of strategies that the judicial and legal community can implement to help stem this unfortunate tide.

Moderator: Hon. Hector De Soto

New Jersey Superior Court, Newark, NJ

Panelists: Hon. David E. Ramirez

Second Judicial District, Denver, CO

David J. Gamble

National Council of Juvenile and Family Court Judges

University of Nevada, Reno, NV

Marina Deck

RECEPTION: Mexican Fiesta

Sponsors: Hispanic Bar Association of New Jersey

Daniel Guadalupe, President.

Puerto Rican Bar of New York

Mary Ann Brigantti-Hughes, President

Hispanic Bar Association of Pennsylvania

Gilbert Carrasco, President

Thursday, September 24, 1992

Crown Ballroom
RECEPTION: 1993 Convention Preview

7:45 - 8:45
Sponsors:
San Francisco La Raza Lawyer Association
Los Angeles Mexican-American Bar Association
California La Raza Lawyer Association

Friday, September 26, 1992

Crystal C - level 3
PRESIDENT'S BREAKFAST

8:00 - 9:30 AM
Welcoming Remarks:
Joel Kobert, President
New Jersey Bar Association.

Speaker:
Dolores S. Atencio, President
Hispanic National Bar Association

Crown Ballroom - level 4
JOB FAIR

8 - 5 PM
9:30 - 11 AM

Monarch 2 - level 4

PERSONAL INJURY: "Preparing the Catastrophic Personal Injury Case"

Content: Two personal injury experts will discuss the preparation of a major personal injury case from initial interview through trial.

Moderator:
Estela de la Cruz, Esq.
Farabaugh, Friedman & Hillman - Lyndhurst, NJ

Panelists:
Daniel Ortega, Esq.
Ortega & Moreno, P.C. - Phoenix, AZ
Roberto Laracuente, Esq.
Fuchsberg and Fuchsberg - New York, NY

Monarch 3 - level 4

COMMERCIAL LAW: "Litigating for/against the FDIC and RTC"

Content: Discussion by FDIC/RTC counsel of agency's special powers in litigation, management of litigation, emerging roles for FDIC outside minority counsel, and special issues in RTC litigation.

Moderator:
John David Ferrer, Esq.
Federal Deposit Insurance Corp. - Washington, DC

Panelists:
Thomas Rose, Esq.
Deputy General Counsel
Federal Deposit Insurance Corp. - Washington, DC
Ira Parker, Esq.
Resolution Trust Corp. Washington, DC
José P. Ceppi, Esq.
Senior Counsel
Resolution Trust Corp. - Washington, DC

Friday, September 25, 1992

9:30 - 11 AM

Monarch 1 - level 4

BIAS RELATED

VIOLENCE:

"Underlying causes, approaches to solutions effective prosecutions"

Content: A discussion of the legal and political issues of bias related crimes including analysis of causes and solutions, statutory remedies, and effective prosecutions.

Moderator:

Maria Vizcarrondo de Soto

Director, Center for Hispanic Policy, Research & Development
Department of Community Affairs - Trenton, NJ

Panelists:

Margarita Rosa, Esq.

New York State Commissions of Human Rights
New York, NY

Hubert Williams, (Former Police Director)

City of Newark, NJ

President, Police Foundation - Washington, DC

Migdalia Maldonado, Esq.

Chief Civil Rights Bureau

Kings County District Attorney's Office - Brooklyn, NY

11:15 AM - 12:30 PM Monarch 2 - Level 4

INTERNATIONAL LAW: "Free Trade Agreements with Latin America: a dialogue"

Content: This seminar will analyze N.A.F.T.A. from the point of view of different interest groups: labor, business, the Mexican government. It will include discussion of potential business opportunities for lawyers from free trade.

Moderator:

Jimmy Morales, Esq.

Deveboise & Plimpton - New York, NY

Panelist:

Ambassador Abelardo Valdez

Washington, DC

Leon Lynch

International Vice President

United States Steelworkers of America, Pittsburgh, PA

Congressman Bill Richardson

United States House of Representatives - Washington, DC

Monarch 3 - level 4

BANKING LAW

"Doing Business with Banks"

Content: This seminar will analyze the Community Reinvestment Act and state community development legislation with focus on how minority communities can obtain financial services from banks. The Superintendent of Banking for the City of Washington, DC will also discuss potential business opportunities for attorneys in the community development area.

Moderator:

Grisel Arias Kaplan

First Fidelity Bancorporation, Newark, NJ

Panelists:

Fe Morales Marks, Esq.

Superintendent for DC Office of Banking
and Financial Institutions - Washington, DC

Linda Fleming, McGhee, Esq.

General Counsel

Office of Banking & Financial Institutions - Washington, DC

Friday, September 25, 1992

WOMEN'S RIGHTS: "Sexual Harassment of Latina Women"

Content: This seminar will look at the legal and sociological issues of sexual harassment, with focus on the experience of Latina Women.

Moderator: Marta Figueroa, Esq.
Supervisory Attorney National Labor Relations
Board - Newark, NJ

Panelists: Professor Celina Romany
City University of New York
Law School - Queens, NY

Jenny Rivera, Esq.
Puerto Rican Legal Defense & Education Fund
(Staff Attorney, on leave) - Irvington, NJ

12:30 - 1 PM **LUNCHEON - Crystal B & C - level 3**
"Hispanic Women in Political Leadership"

Distinguished Guest: Hillary Clinton (Invited)

Keynote Address: Zulima V. Farber,
New Jersey Public Advocate

2 - 3:30 Monarch 2 - level 4

CORPORATE LAW: "The Relationship between in-house counsel and outside counsel"

Content: Attorneys in major corporations and law firms will discuss the relationship between corporate counsel and outside counsel, including such issues as cost control, joint planning, and "strategizing" in counsel interaction.

Moderator: Gilbert F. Casellas, Esq.
Montgomery, McCracken, Walker & Rhoads - Philadelphia, PA

Panelists: Margarita Echevarria, Esq.
Counsel, Mutual Benefit Life - Newark, NJ

Robert G. Mendez, Esq.
Executive Director, Business Affairs
Paramount Pictures Corp. - Hollywood, CA

Paul Zavala, Esq.
General Motors Legal Staff - Detroit, MI

Rafael Perez, Esq.
Riker, Danzig, Scherer, Hyland & Perretti - Morristown, NJ

Monarch 3 - level 4

FAMILY LAW: "Custody Disputes and Child Support Enforcement across International Borders."

Content: Panelists will discuss the remedies available under international law to enforce custody and support orders, including a presentation by State Department official on the Hague Convention.

Moderator: Hon. Ignacio Perez
Hoboken, NJ

Panelists: Robert D. Arenstein, Esq.
Teaneck, NJ

John Dixon Markey
Consular Affairs Officer, U.S. Department of State
Office of Consular Affairs
Child Custody Division - Washington, DC

Friday, September 25, 1992

3:35 - 5 PM Kings Court Showroom - level 3

GENERAL SESSION: "A Hispanic Agenda for the 21st Century"

Join us at this historic General Session, the first of its kind in HNBA history, where hundreds of Convention Registrants will gather in a single room to establish the HNBA's goals for the Twenty-First Century in the areas of judicial appointments, civil rights, and other areas that need involvement by the HNBA. Several prominent leaders of the national Hispanic community, together with the Board of Governors of the HNBA, will participate in this session.

6:00 PM Board Buses for Off-site Reception

6:30 PM Stratford Ballroom A & B - Claridge Hotel

RECEPTION: **BRAZILIAN CARNIVAL**

Reception in Honor of Hispanic Judges

Distinguished Guest: Chief Justice Wilens

8:30 PM Palace Showroom - Claridge Hotel

Performance by Repertorio Español:
LA BOTANICA

Saturday, September 26, 1992

8:00 - 10:00 AM Crystal C - level 3

Law Professors Committee
Breakfast Meeting

10:00 - 12 N (Room to be Announced)

BAR ASSOCIATIONS: Meeting of Bar Presidents

Monarch 1 - level 4

ELECTION LAW: "Voting Rights and Redistricting"

Content: Civil Rights attorneys and redistricting experts will discuss the legal and political issues regarding redistricting and other claims under Voting Rights Act from the perspective of Latino voting strength. The discussion will also focus on the status of current Latino redistricting efforts nationally.

Moderator: Luis C. Caban

Associate Executive Director
Midwest/Northeast Voter Registration
Education Project - Chicago

Panelists:

Mary Ann Brigantti-Hughes, Esq.
(Member NY Redistricting Commission)
Pro Se Attorney, Housing Part
Civil Court of the City of New York - New York, NY

Juan Cartagena, Esq.
Community Service Society - New York, NY

Ruben Franco, Esq.
Former President, Puerto Rican Legal Defense
and Education Fund - New York, NY

Saturday, September 26, 1992

11:00 AM - 12N Monarch 2 - level 4

ADMINISTRATIVE LAW "How to become an Administrative Law Judge"

Content: The Acting Chief Administrative Law Judge of the Social Security Administration will review the Administrative Law Judge application process and offer suggestions for successful preparation of the application.

Presenter: Hon. Jose A. Anglada
 Acting Chief Administrative Law Judge Social Security
 Administration Office of Hearing and Appeals - Arlington, VA

LAW PROFESSOR: "How to become a Law Professor"

Presented by the HNBA Law Professors Committee

Presenters: Professor Michael A. Olivas
 University of Houston Law Center
 Houston, TX

 Betsy Levin, Esq.
 Executive Director
 Association of American Law Schools - Washington, DC

10:00 - 11:00 AM Crystal A - level 3

ACCOUNTING: "Merger and Acquisitions - Tax Strategies"
 Presented by Deloitte & Touche

Content: Learn about tax strategies associated with the purchase/sale of a closely held business.

11:00 - 12:00 N Versailles B&C

FINANCIAL: "The Financial Consultant in the Estate Planning Process"
 Presented by Merrill Lynch

Content: Lecture and slide presentation on how to participate and structure estate planning with the use of expert financial consultants.

11:00 AM Senator Frank Lautenberg meets with the New Jersey Delegates

12:15 - 1:45 PM Crystal B & C - Level 3
LUNCHEON "Hispanics in the Legal Profession"

Distinguished Guest: Senator Frank Lautenberg (NJ)

Keynote Speaker: William Barr, United States Attorney General
 Law Student Division Awards Presentation

2:00 - 3:00 PM Versailles A-C

LAW STUDENT SEMINAR: "Judicial Clerkships: Powerful Credentials for All Career Choices"

Content: A program for law students and recent graduates on the important skills and career options created by judicial clerkships.

Moderator: Professor Gloria Valencia-Weber
 The University of New Mexico School of Law
 Albuquerque, NM

Saturday, September 25, 1992

Panelist:	Hon. Cruz Reynoso (former Justice, California Supreme Court) Professor, University of California Los Angeles, CA
	Jorge A. Ramirez, Esq. Susman Godfrey - Houston, TX
	Professor Eileen P. Gauna Southwestern University School of Law Los Angeles, CA
3:00 - 5:00 PM	Crown Ballroom - level 4 HNBA BUSINESS MEETING - ELECTIONS
3:15 - 4:45	Versailles A-C LAW STUDENTS DIVISION BUSINESS MEETING ELECTIONS
6:30 PM	Senator Bill Bradley Meeting with New Jersey Delegates (Room to be confirmed)
7:00 PM	PRESIDENT'S RECEPTION - Crystal Foyer
Distinguished Guests:	Senator Bill Bradley (NJ) (invited)
8:00 PM	Crystal Ballroom - Level 3 BANQUET
Distinguished Speakers:	United States President, George Bush (invited) President of Mexico, Carlos Salinas de Gortari (invited)
Invited Speaker:	Governor Bill Clinton (date & time to be announced)
Sunday, September 27, 1992	
9:00 - 12:00 N	Versailles - level 4 BOARD OF GOVERNORS MEETING
	GOLF TOURNAMENT

1992

HISPANIC NATIONAL BAR ASSOCIATION JOB FAIR

Friday, September 25, 1992

Trump's Castle, Atlantic City, New Jersey

The third annual Job Fair of the Hispanic National Bar Association is featured as part of the 1992 convention and celebration of the 20th Anniversary of the HNBA.

The goal of the Job Fair is to address the under-representation of the Hispanic legal professionals in the private and public sectors by providing a forum whereby employers will have ready access to a pool of highly qualified Hispanics from the nation's top law schools.

The Job Fair has been made possible by the participation and contributions of many. We are especially grateful to the Notre Dame Law School, to Cravath, Swaine & Moore and to Baker & McKenzie for their sponsorship of the Job Fair. We also thank the participating employers from across the country who have expressed their interest in recruiting Hispanic law students and recent graduates. Close to forty private firms, governmental and public interest legal employer representatives have joined us for the Job Fair.

Special thanks also go to Beverly Tedesco from the Temple University School of Law and Helaine Baruch from the New York University School of Law for their insight, guidance and expertise. We also appreciate the assistance provided by Ivette Santiago, Caroline Vachier, Douglas Childs, Yolanda Marlow and the Puerto Rican congress of New Jersey.

As in previous HNBA Job Fairs, we are confident that this year's event will be both successful and beneficial to employers and students. Good luck to all participants of the 1992 Hispanic National Bar Association Job Fair.

*Carmen Flores and Tony Cardona
1992 HNBA Job Fair Coordinators*

**1992 HISPANIC NATIONAL BAR ASSOCIATION
JOB FAIR
EMPLOYER PARTICIPANTS**

Advocates for Basic Legal Equality, Toledo, OH
American Bar Association, Chicago, IL
American Civil Liberties Union - National Defense, New York, NY
Carter, Ledyard & Milburn, New York, NY
Chadbourne & Parke, New York, NY
Cleary, Gottlieb, Steen & Hamilton, New York, NY
Community Legal Aid Society Inc., Dover, DE
Comptroller of the Currency/Administrator of National Banks, Washington, D.C.
Consumers Union, San Francisco, CA
Davis, Polk & Wardwell, New York, NY
Defender Association of Philadelphia, PA
Department of Housing & Urban Development, Office of General Counsel,
Washington, D.C.
Department of Justice, Office of Attorney Personnel Management,
Washington, D.C.
Donovan Leisure Newton & Irvine, New York, NY
Federal Trade Commission, Washington, D.C.
Kings County District Attorney's Office, Brooklyn, NY
Lawyers Alliance for New York, NY
Legal Aid Society of Cleveland, OH
Legal Assistance Corporation of Central Massachusetts, Worcester, MA
Miller & Chevalier, Chartered, Washington, D.C.
National Labor Relations Board, Washington, D.C.
New Jersey Attorney General's Office, Division of Law, Trenton, NJ
New Jersey Judiciary, Administrative Office of the Courts, Trenton, NJ
New York County District Attorney's Office, New York, NY
Norris, McLaughlin & Marcus, Sommerville, NJ
Office of the Bronx District Attorney, Bronx, NY
Pennsylvania Public Utilities Commission, Harrisburg, PA
Philadelphia District Attorney's Office, Philadelphia, PA
Riker, Danzig, Scherer, Hyland & Perretti, Morristown, NJ
Saul, Ewing, Remick & Saul, Philadelphia, PA
Skadden, Arps, Slate, Meagher & Flom, New York, NY
Sullivan & Cromwell, New York, NY
The Legal Aid Society, Civil Division, New York, NY
The Legal Aid Society, Criminal Appeals Bureau, New York, NY
The Legal Aid Society, Criminal Defense Division, New York, NY
The Legal Aid Society, Juvenile Rights Division, New York, NY
United States Department of Labor, Washington, D.C.
United States Securities and Exchange Commission, Washington, D.C.
Winthrop, Stimson, Putnam & Roberts, New York, NY

SPONSORS

Notre Dame Law School Baker & McKenzie Cravath Swaine & Moore

Hispanic National Bar Associations HIGH SCHOOL STUDENTS PROGRAM

Friday, September 25, 1992

PROGRAM DESCRIPTION: Sixty high school students - thirty from Camden and thirty from Atlantic City - will participate in two seminars. One is a law-related education seminar which will be presented by the New Jersey Center for Law-related Education of Seton Hall University. It is an interactive program where the students actually take part in a moot court experience under the guidance of a trained law-related educator. The second seminar will provide students with attorney and law student role-models who will talk with the students about their backgrounds and experiences that led them to careers in the legal profession.

Moot Court Trainer: Arlene Gardner, Esq.
The New Jersey Center for
Law-Related Education

SCHEDULE:

9:00 AM	Welcome & Introduction
9:15-10:45 AM	-Atlantic City - Moot Court -Camden -Role models panel
11:00-12:30 PM	-Atlantic City - Role models panel -Camden - Moot Court
12:30-2:00 PM	LUNCHEON
2:00 P.M.	Departure

1992 Convention

Spouse/Companion Program

TOUR #1 NEW YORK CITY

Let's head for the Big Apple. From the bus window, you'll see the skyline of New York and once you go through the tunnel, you'll be in "the city". Our first stop will be the famous New York Deli, known for its huge sandwiches. Stomachs full, you'll be ready to meet our New York guide who will take you on a guided bus tour through the streets of New York. The history of the city, the famous sights of the city and even the chance to spot a celebrity all await you on this trip. With one hour left, let's go to BLOOMINGDALE'S for a quick look at some real NEW YORK FASHIONS.

DAY: WEDNESDAY TIME: 8:00 A.M.-7:00 P.M.

PRICE PER PERSON....\$60.00

Price includes transportation, an escort, a NEW YORK GUIDE, lunch, taxes and tips.

SCHEDULE MAY VARY DEPENDING ON THE NEW YORK TRAFFIC.

TOUR #2 LUNCH AT HISTORIC TOWNE OF SMITHVILLE

In the 1700's, the Inn was a stagecoach stop for travelers. Today, it's cobblestone paths lead the way to quaint shops filled with spices, spinning wheels and gifts. Treat yourself to the delicious pastries and mouthwatering sweets. The ANTIQUE CENTER is filled with beautiful things you'll wish your grandmother had. But make sure that you leave room for lunch. As your group gathers in the quaint inn's lobby, you can picture the travelers who came there seeking food and shelter..

DAY: THURSDAY TIME: NOON-3:30 P.M.

PRICE PER PERSON....\$37.00

Price includes a luncheon, taxes, tips, transportation via a modern motorcoach and an escort.

TOUR #3 A VICTORIAN FANTASY

Step back into time and visit the homes of the rich and the famous in Victorian CAPE MAY. Once aboard the old fashioned trolley, you'll be delighted by the guide's narrative of the lifestyles on the CAPE MAY inhabitants. As the trolley moves along BEACH DRIVE, you'll see rows of victorian "cottages" that were the summer mansions of the wealthy in the late 19th century. Curious about the interiors? You'll be welcomed in by the new owners themselves who have all restored the homes to their original splendor.

There'll be time to visit the shops of the WASHINGTON MALL, an outdoor shopping area or you may choose to wander down the many charming streets.

DAY: FRIDAY TIME: 9:30 A.M. to 4:00 P.M.

PRICE PER PERSON WITH LUNCH....\$49.50

Price includes transportation via a modern motorcoach, an escort, all admission, a luncheon, taxes and tips.

TOUR SITES MAY VARY FOR EACH BUS.

PRICE PER PERSON WITHOUT LUNCHEON....\$36.00

TOUR #4 WE THE PEOPLE 200 PLUS

Costumed guides thoroughly versed in the history and folklore of the historical area of Philadelphia will lead you through a tour of the site that you'll remember from your history classes. Your history textbook of long ago suddenly comes alive as you visit the LIBERTY BELL, INDEPENDENCE HALL, FRANKLIN COURT and BETSY ROSS'S HOUSE.

The three hour journey back into history will end at the BOURSE BUILDING, the sight of the former STOCK EXCHANGE. In place of the ticker tapes are restaurants, both sit down and fast food, and lots of wonderful shops. You'll be back in Atlantic City in plenty of time to get ready for the evening's festivities.

DAY: SATURDAY TIME: 8:30 A.M. to 3:00 P.M.

PRICE PER PERSON....\$35.00

Price includes all admissions, transportation via a modern motorcoach, an escort, taxes and tips.

REGISTER EARLY....SEATS ARE LIMITED

OTHER CONVENTION FEATURES

Caucus Room:

Will be available for your use throughout the Convention. For availability, please inquire at the Convention Operations Office.

Child Care Services:

You may independently arrange for child care with a service recommended by the Hotel. For information, inquire at the Convention Operations Office or Registration Area.

Art Exhibit:

Pietro Anastasio, a renown Latino artist will exhibit his work on Friday and Saturday from 9:00 AM - 5:00 PM at the Sovereign 6 Room - level 6. He will host a reception on Friday, September 25 from 3 to 5 PM.

TRANSPORTATION INFORMATION DURING THE CONVENTION

Now that you have arrived in Atlantic City for this convention, the convention committee has taken steps to attempt to make your visit memorable, pleasant and fun....

TO AND FROM THE AIRPORT: Sandra's Limousine Service is providing transportation to the HNBA...Call them at 1(609)641-0435.

AROUND THE TOWN TRANSPORTATION: For your convenience, a mini-van will be available every half-hour for convention registrants, travelling between the Trump Castle and the Claridge Hotel/Boardwalk. The service will run Friday, September 25, and Saturday, September 26, between 8 a.m. and 12 midnight. Schedule variations may exist, so please check the schedule posted at the Convention Operations Office/Registration Area.

OFF-SITE EVENT TRANSPORTATION: Transportation will be available as part of your registration fee to attend the Friday night Brazilian Carnival and Play at the Claridge Hotel and Casino. Buses will begin to leave from the Trump Castle Hotel 6 p.m. to take you to enjoy great entertainment, food and fun. Return transportation will also be provided. Check at the Convention Operations Office/Registration Area for schedule.

CARS, TRAINS AND PLANES: If you need information about trains, call Amtrak at 1(800)872-7245. Car rental convention rates are being provided by Budget Rent-A-Car, with rentals from both the Philadelphia International and Atlantic City Airports. Call Budget at its Convention Hotline: 1(800)772-3773. Liberty Travel is handling the travel arrangements for the convention...if you have any transportation needs during the convention or for leaving Atlantic City, call Rosa at 1(800)969-1002.

GENERAL INFORMATION: Estela De La Cruz is Convention Transportation Coordinator. If you have any questions, please be sure to stop by to see her at the Convention Operations Office/Registration Area. We will try our best to assist you.

HAVE A GREAT AND ROYAL STAY AT ATLANTIC CITY!

HNBA ELECTION POLICIES AND PROCEDURES

I. WHEN DO ELECTIONS TAKE PLACE?

A. Regular Elections

Regular Annual elections take place at the annual meeting. Written notice of the elections must be given at least **two months** prior to the commencement of the annual meeting.

B. Special Elections

Special elections must be held for the selection of a new President in the event of vacancy in that office.

II. WHO CAN NOMINATE WHOM AND WHEN?

A. Nominations prior to the convention

1. Of Officers and Regional Presidents -- By Nominating Committee

The nominating committee is comprised of the President, the President-elect, the immediate Past President, one additional member at large from the general membership appointed by the President, who shall not be a nominee, and one member at large from the general membership appointed by the majority vote among the President, the President-elect and the Immediate Past President, who shall not be a nominee.

The nominating committee shall nominate at least one regular member in good standing for President-Elect, Vice President, Secretary, Treasurer, National Editor and for each of the nine Regional President positions. Such nominations must be announced to the membership at the commencement of the annual meeting or by written notice to the membership at least (30) thirty days prior to the commencement of the annual meeting.

2. Of Officers and Regional Presidents -- By (3) Three Voting Members

Any (3) three voting members may nominate regular members in good standing for positions as officers or as regional presidents, provided that such nominations are submitted in writing to the President at least (30) thirty days prior to the commencement of the annual meeting.

B. Nominations at the convention

1. Of officers - By Any Regular Member in good Standing

Any regular member in good standing may nominate regular members in good standing for positions as officers at the annual meeting, provided that such nominees (1) have previously served as officers or as regional presidents of the Association and (2) have assented to be nominated.

2. Of Regional Presidents - By Any Regular Member in Good Standing in Region.

Any regular member in good standing may nominate regular members in good standing for positions as regional presidents in their respective regions at the annual meeting.

D. Nominations for Special Elections

A special election to elect a new President, in the event of a vacancy in that office, must follow the general election procedures. Accordingly, the same procedures set out above with respect to regular elections must be followed in electing a new President.

III. Who is eligible to Vote?

A. Eligibility to vote

Only regular members in good standing can vote. Such persons must be (1) duly licensed to practice law in any state of the Union, Puerto Rico, the District of Columbia, or any other territory of the United States, and (2) members whose dues are paid on or before 5:00 p.m., on Friday, September 25, 1992. In addition, (3) such members must be present when voting.

Neither law students nor law graduates who have not passed the bar may vote.

B. Membership Roster

The Secretary of the Association shall provide the Association Treasurer with a membership roster. The Treasurer will then certify to the Executive Board and Active Membership Roster comprised of all members of the Association in good standing and eligible to vote.

IV. How is a Quorum Determined?

All members present and eligible to vote at the meeting of the membership shall constitute a quorum and a majority vote of these will carry a motion.

V. How are Elections Actually Conducted and Election Disputes Resolved?

The Election Board shall consist of the outgoing General Counsel, a representative from the local convention committee and an additional member selected by them from among the past presidents of the Association, but not including the immediate Past President. The Election Board shall be chaired by the outgoing General Counsel.

The Election Board shall conduct the elections by written ballots issued and certified by the Treasurer. Ballots shall be distributed, collected and counted by the Election Board.

All disputes regarding election procedures shall be submitted to the Election Board for resolution. The determination of the Election Board shall be final and unappealable to any other body, officer or agent of the Association. The Election Board shall adhere to such procedures as in its discretion will most fairly allow for presentation of grievances and speedy resolution of disputes.

PANELISTS AND MODERATORS



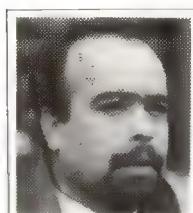
Hon. José A. Anglada As Acting Chief Administrative Law Judge heads the nation's largest corps of Administrative Law Judges (over 850 judges) and oversees the hearing process in 132 offices throughout the United States and Puerto Rico.



Robert D. Arenstein was one of the counsels to Mary Beth Whitehead in the **Baby M** case. He handled the first Hague Convention case in the United States and has now handled over fifteen Hague cases, more than any other lawyer in the United States.



Luis C. Cabán as Associate Executive Director of the Mid-West North-East Voter Registration Education Project is responsible for increasing voter participation in 17 states by motivating and educating citizens about their rights and responsibilities in the electoral and political processes.



Juan Cartagena as general counsel to the Community Service Society in New York City, directs a legal department that litigates on behalf of the economically disadvantaged in areas of voting rights, housing, education and health.



Gilbert F. Casellas is a partner in the Litigation Department in the Philadelphia-based law firm of Montgomery, McCracken, Walker & Rhoads. He serves as the firm's Personnel partner and is member of its Management Committee. He has held numerous national, state and local bar leadership posts, including service as President of the Hispanic National Bar Association.



John David Ferrer is counsel to Associate General Counsel for Regional Affairs, Liquidation Branch of the FDIC. Since 1990, he has served as President of Region II, of the Hispanic National Bar Association.



Marta Figueroa Is Supervisory Attorney with the National Labor Relations Board, heading a team of attorneys and labor relations specialists in the investigation and prosecution of unfair labor practices and representation cases.



Rubén Franco after a prominent career as a criminal defense attorney, served as President and General Counsel of the Puerto Rican Legal Defense and Education Fund, Inc. from September, 1988 until recently. He currently seeks elected political office in New York City.



Linda Fleming McGhee as General Counsel to the D.C. Office of Banking and Financial Institution in Washington, D.C., is Chief Counsel to the Superintendent and is responsible for tracking federal and state banking regulations.



David J. Gamble is the Manager of Curriculum and Training of the National Council of Juvenile and Family Court Judges at the University of Nevada in Reno.



Reynaldo R. Guerrero since January of 1992 has served as Executive Director of the Center for Immigrants Rights, Inc. in New York. The Center for Immigrants Rights is an educational institution that advocates for the empowerment and defense of the rights of immigrants in the United States.



José P. Ceppi is Assistant General Counsel, Outside Counsel Management Section, RTC Legal Division, Washington, D.C. He is responsible for implementing and overseeing the Legal Division's policies and procedures for the retention and use of outside counsel, including the Division's Minority and Women Outreach Program.



Virginia Class-Matthews is a Deputy Attorney General for the State of New Jersey. She provides representation to the Division of Youth and Family Services in child abuse and neglect cases. She is a Past President of the New Jersey Hispanic Bar Association.



Estela M. De La Cruz is an associate at the law firm of Farabaugh, Frieland, Smith and Hillman since 1985, where she has served as litigation attorney, In House Counsel Office for the Travelers Insurance Company. Vice President of the Hispanic Bar Association of New Jersey, 1991-1992.



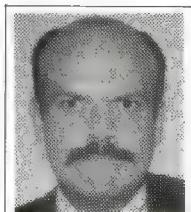
Hon. Hector E. De Soto Judge, Superior Court of New Jersey Chancery Division, Family Part, Essex County from February, 1992 to present; Special Civil Part from October, 1991 to February, 1992.



John Dixon Markey Consular Officer, Child Custody Division, Office of Citizens Consular Services, Bureau of Consular Affairs, U.S. Department of State.



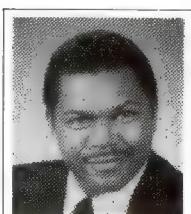
Margarita Echevarria joined Mutual Benefit Life Insurance Company in 1979. She is presently counsel in the Law Division's Individual Insurance Section, responsible for regulatory compliance, agency, and insurance matters.



Harry S. Harbin is Assistant Director of the Asset Forfeiture Office, Criminal Division, United States Department of Justice, having general supervisory responsibilities for all areas of forfeiture enforcement, civil and criminal, with special responsibilities for appellate matters.



Howard Jordan is presently Executive Director of the New York State Assembly Task Force on New Americans. He has a distinguished record of activism around immigrant's rights issues, spearheading work on non-citizen voting rights, repeal of employer sanctions, English-only laws, and the passage of non-discrimination Executive Orders to protect immigrants.



Leon Lynch began his career in the United Steel Workers of America in 1956. Today, he is the International Vice-President (Human Affairs) of the United Steel Workers of America, AFL-CIO.



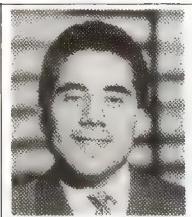
Israel Maldonado is a Financial Consultant with the investment company of Merril Lynch in Lawrenceville, New Jersey, which he joined after having founded his own insurance and financial consulting corporation. He specializes in retirement and estate planning.



Migdalia Maldonado is Chief of the Civil Rights Bureau of the Office of the Kings County (Brooklyn) District Attorney where she administers and supervises the prosecution and investigation of bias-related crimes.



Fé Morales Marks as Superintendent of the D.C. Office of Banking and Financial Institutions, she is responsible for the formulation and implementation of policy regarding financial institutions in the District of Columbia.



Jimmy L. Morales since 1991 has been a member of the law firm of Debevoise & Plimpton. As a member of the law firm's Latin America Group, he has considerable experience in Latin American transactions and affairs. In 1992 he was elected as a Fellow to the Organization of American States' 19th course in International Law.



Marilyn J. Morheuser since 1979 has been Executive Director of the Educational Law Center, Inc. She is lead counsel for plaintiffs in **Abbot v. Burke**, the constitutional challenge to New Jersey's school financing statute brought in 1981 by ELC on behalf of poor and minority children in New Jersey's poor urban school districts.



Daniel R. Ortega, Jr. is a partner in the firm Ortega & Moreno, P.C., and primarily concentrates in civil litigation of personal injury matters.



Hon. Ignacio Pérez has been a part time Municipal Court Judge for the City of Hoboken since 1987. He also has a general practice of law in New Jersey and New York.



Rafel Pérez since 1987 he has been associated with the law firm of Riker, Danzig, Scherer, Hyland & Perretti, and has experience in corporate and tax-exempt financing, representing corporate issuers, municipal issuers, trustees and underwriters. He also has extensive experience in related bankruptcy matters.



Hon. David E. Ramirez is a Juvenile Court Judge in the Second Judicial District in Denver, Colorado. From 1985 to 1989, he served as Denver County Court Judge and as such developed and implemented Denver's first Municipal Juvenile Court.



Alberto Roig is an Assistant District Attorney with the New York County District attorney's Office, where he prosecutes homicides and other serious felonies. Additionally, he serves as Chief of the Spanish Language Unit.



Congressman Bill Richardson was elected in 1982 to represent New Mexico's 3rd Congressional District. He serves as Majority Whip At-Large. He chaired the Drafting Committee at the Democratic National Committee 1992 Convention, and Co-Chaired the Democratic Platform Committee at the 1988 Convention. He has been lead house advocate for expanded trade throughout the Americas.



Hon. Joseph H. Rodriguez is the first and only Latino Federal District Court Judge serving the District of New Jersey. From 1982 to 1985, he served as the Public Advocate/Public Defender of the State of New Jersey.



Prof. Celina Romany has taught law and jurisprudence at the City University of New York Law School at Queens since 1986. As a Shell Fellow for International Human Rights at Yale Law School, she is currently working on a book on women's rights to be free from violence as a human right guaranteed under International Law.



Hon. Margarita Rosa was appointed New York State Commissioner of Human Rights by Governor Mario M. Cuomo in 1990. She is the first woman, the first Latina, and the youngest person to serve in that position.



Thomas A. Rose as Assistant General Counsel of the Resolution Trust Corporation, is Chief of the Oversight Policies and Procedures Section relating to outside counsel administration.



Lourdes I. Santiago is a partner at the law firm of Korona, Beides, Eaton, Mark & Santiago. A founding member of the Center for Immigrants' Rights, Inc. in New York, is a member of New Jersey Higher Education Assistance Authority.



Robert M. Simels since 1979 to the present has been a criminal defense attorney with an extensive national practice. From 1974 to 1979 he served as Special Assistant Attorney General with the Office of the New York State Special Prosecutor in a corruption unit which investigated and prosecuted public officials in the criminal justice system in New York City.



William R. Tamayo is currently the Managing Attorney of the Asian Law Caucus, a San Francisco based public interest law office, where he has emphasized the practice of Immigration and Nationality Law since 1979. He currently serves as the Chairperson of the National Network for Immigrants and Refugee Rights.



Ambassador Abelardo L. Valdez is an international lawyer based in Washington, D.C. specializing in international trade, investment law and federal administrative law. He served as U.S. Ambassador and chief of Protocol for the White House from 1979 to 1981.



Maria Vizcarrondo-De Soto was appointed by Governor Jim Florio to direct the Center for the Hispanic Policy, Research and Development (formerly Office of Hispanic Affairs) at the Department of Community Affairs. She is the first woman to hold that position since the office was established in 1975.



Hubert Williams is the President of the Police Foundation, a public, non-profit research and technical assistance organization dedicated to the improvement of policing in America. He has been a leading advocate for higher professional standards and uniform practices in policing. A 25 year veteran of policing, he was one of the youngest Chief Executive Officers of a major police department in the country.



Paul Zavala Specializes in environmental law and is currently Environmental Counsel to the Buick/Oldsmobile/Cadillac Group of General Motors Corporation. He also is Environmental Counsel to all General Motors facilities located in Mexico.



Grisel Arias Kaplan is currently Senior Vice President and Director of Compliance for the First Fidelity Bancorporation where she has worked since 1989.



Valerie Small Navarro is the immigrant's Rights Director at the Mexican American Legal Defense and Educational Fund. Prior to coming to MALDEF, she worked with farmworkers at the California Rural Legal Assistance Foundation and Evergreen Legal Services in the Yakima Valley.

Mary Ann Brigantti-Hughes is the president of the New York Puerto Rican Bar Association. She is currently a Senior Court Attorney for the Supreme Court for the State of New York. Ms. Brigantti-Hughes serves as Commisioner of the Equal Employment Practices Commission at the bequest of the New York City Council.

Arlene L. Gardner is the Director of the New Jersey Center for Law-Related Education, Seton Hall University, South Orange, New Jersey. She has expertise in training of teachers, school administrators, and resource people in the use of law related education (LRE) materials and teaching strategies.

Prof. Eileen P. Gauna is an Associate Professor of Law at South Western University School of Law, Los Angeles, California. From 1985 to 1986, she completed a State Court Clerkship at the New Mexico Supreme Court.

Roberto Laracuente is a member of the law firm Fuchsberg & Fuchsberg in New York City. He is the Immediate Past President of the Puerto Rican Bar Association in New York City.

Betsy Levin since 1987, has served as Executive Director of American Law Schools.

Robert G. Mendez is the Executive Director of Business Affairs of Paramount Pictures Corp. of Hollywood, California.

Prof. Michael A. Olivas is a Professor of Law at the University of Houston. He is Director of the Institute for Higher Education Law and Governance at University of Houston, and Associate Dean of the Law Center.

Ira Parker is currently the Associate General Counsel of the Litigation Branch of the Resolution Trust Corporation, which supervises all litigation, bankruptcy, and professional liability matters. Formerly, he was Assistant General Counsel for the Closed Bank Litigations and Policy Section of the Federal Deposit Insurance Corporation.

Jorge A. Ramirez is an associate at the firm of Sussman, Godfrey, L.L.P. in Louisiana. From 1990 to 1991 he completed a clerkship with the United States Court of Appeals for the Fifth Circuit.

Hon. Charles E. Ramos since April 1989 has served as Supervising Judge of the Civil Court of the City of New York for the County of New York; he has served as a lecturer for the Continuing Legal Education Program of the Hispanic National Bar Association.

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